

**DEFERRED
COMPENSATION
PLAN**

Supplemental Benefit

**DEFERRED COMPENSATION PLAN - SUPPLEMENTAL BENEFIT
FEE COMPARISON WORKSHEET**

At certain times in life, you may need to compare retirement plan fees to your deferred comp plan fees. This chart can help.

Fee Type ¹	Pennsylvania State Employees' Deferred Comp Plan	Other Plan/IRA Fees
Recordkeeping Fee	\$4.65 a month ²	
Plan Administration Fee	Accounts with a balance of more than \$5,000: <ul style="list-style-type: none"> • \$1 flat fee per month; plus • 0.02% of account value annually, to be withheld on a monthly basis, not to exceed \$50 annually 	
Contract Maintenance Fee	None	
Plan Withdrawal Fees ³	None	
Fund Management or Operating Expenses ⁴	Varies depending on investment option — 0.00% to 0.305%	
Other		
Mortality and Expense Risk Charge	None	
Back-End Sales Charge	None	
Front-End Sales Charge	None	

1 This is not a complete list of fees. Other fees may apply.

2 The fee structure listed in the table is effective on July 1, 2021. Prior to that date, the Recordkeeping fee is \$4.95 per month with no Plan Administration Fee.

If the expenses are higher with the alternative — or if you find you are being charged multiple times for the same thing — it might be time to make a change. Consider all options. After all, it's your money.

If you are interested in rolling over your other assets to the deferred comp plan, it's easy! As with any financial decision, you are encouraged to discuss moving money between accounts, including rollovers, with a financial advisor and to consider costs, risks, investment options and limitations prior to investing.⁵

- Obtain a distribution form from your prior retirement plan or IRA provider; fill it out and return it to the address listed on the form.
- Obtain an incoming rollover form from a deferred comp specialist or at www.SERS.pa.gov; fill it out and return it as directed on the form.

FOR FEE QUESTIONS, CALL 1.800.633.5461, OPTION 1.

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- 3 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to deferred comp plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.
- 4 Each investment option has its own operating expenses. Funds may impose redemption fees and/or transfer restrictions if assets are held for less than the published holding period. For more information, see the fund's prospectus and/or disclosure documents.
- 5 Money from other types of plans or accounts that are rolled over into a governmental deferred comp plan may still be subject to the 10% federal early withdrawal penalty upon distribution from the 457 account prior to the investor reaching age 59½.

*The Retirement Readiness Review, provided by an Empower representative, may provide investment counseling and/or recommendations.

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